

---

# JAIL INDUSTRIES JOURNAL

---

Volume 1, Issue 4

October 2010

---

## Other Voices

*Listening to Our Clients*

**By Dean Mason**

*Executive Director, Jail Industries Board*

The ongoing recession and resulting cuts to budgets at every level of government and other social service agencies requires that we get better in every aspect of our work. We need to ensure that what we do supports our respective missions. We need to ensure that programs are targeted and anchored in evidence-based best practices. We need to ensure that our work is not duplicative of the work being done by other agencies and service providers. Lastly, we need to listen; not only to our partners, but to those whose behaviors and skills we are trying to affect – the client.

As practitioners in our respective areas of *expertise*, we spend a great deal of time talking about and

*Continued on page 7*

## Conference Collaborations

*Associations Partner to Save Money in a Tight Budget Year*

**By Dean Mason**

*Executive Director, Jail Industries Board*

“The American Jail Association (AJA) is a national, nonprofit organization that exists to support those who work in and operate our Nation's jails and is the only national association that focuses exclusively on issues specific to the operations of local correctional facilities.” ([www.aja.org](http://www.aja.org)) The association held its widely acclaimed Annual Training Conference & Jail Expo in Portland, Oregon from May 23 – 27, 2010. Despite tight budgets, a number of Washington State jail administrators and staff could not pass up the opportunity to attend a national conference held in the Pacific Northwest. Some were able to attend the entire conference and others drove to Portland for just a day. One administrator, commenting on recent cuts in jail staffing due to mandated budget cuts, explained that he was sending a number of his staff because training was even more critical if staff were expected to be successful doing more with less. Those lucky enough to attend were excited about the training opportunity and understood how fortunate they were.

With budgetary restrictions a common theme across the nation, the Jail Industries Board (JIB) and the [National Jail Work and Industries Center](#) agreed to assist in staffing a booth for the [National Correctional Industries Association](#) (NCIA), which found this conference difficult to manage within its own travel budget. The location would have required NCIA staff to travel over 2800 miles from the association's headquarters in Baltimore, Maryland. AJA graciously provided booth space at no cost, so the collaboration between several agencies allowed NCIA to provide information to conference attendees for just the cost of shipping

*Continued on page 7*

## INSIDE THIS ISSUE

- 1 Other Voices
- 1 Conference Collaborations
- 2 Education Programs Contribute to Offender Success
- 3 NCIA – Jail Industries Division
- 3 Why We Do What We Do
- 4 Chelan RJC Food Program in the News
- 9 Former Jail Inmate Competes in Statewide Forklift Rodeo

# Education Programs Contribute to Offender Success

*Reprinted from the DOC newsletter IMPACT*

**By Eldon Vail**

*Secretary, Washington State Department of Corrections*

George Washington Carver said, "Education is the key to unlock the golden door of freedom." Carver said these words in support of the Tuskegee Institute, a school created in the 1880s to educate and build self-reliance for African Americans who had previously not had access to this type of education. More than 100 years later, Carver's words resonate with me as I think about education in a correctional setting and the need to build self-reliance in our prison population.

When we look at the link between public safety and education for offenders, the research is clear. Education and training for offenders is essential to reducing recidivism. Offenders who develop job skills are more likely to get and maintain employment after release. And offenders with a living wage job are less likely to be rearrested. Offenders with a high school and/or college education are statistically less likely to commit additional crimes upon release.

The Department has long recognized the importance of providing both job training and basic education to our offender population as a way to improve public safety. We contract with the State Board for Community and Technical Colleges to provide many of our GED, Adult Basic Education and vocational education programs.

By the numbers we've had great success in Fiscal Year 2010 (FY2010) with our [State DOC] education programs. In the past year, more than 2,000 offenders earned vocational certificates. That's a 19% increase from Fiscal Year 2009 (FY09). More than 1,400 offenders received their GEDs which is up three percent from last year. More offenders completed Getting It Right in FY10, a cognitive behavioral change program,

increasing the completion rate by 19 percent, and our Workforce Readiness completions are up 18 percent from FY09.



Our successes can also be tracked by the innovative ways we're partnering with the community to bring applicable skills to our offenders. The Food Sense cooking class offered to offenders supervised in the community teaches them how to cook low-cost, healthy meals for their families. The University Behind Bars program at Monroe Correctional Complex is an actual college at the prison that was recently awarded a \$600,000 grant to help continue its important work. You'll read about this and other programs in this edition of the IMPACT.

While I am excited to share the Department's achievements in providing needed education and treatment to offenders, I am cautious about overpromising that we will always be able to offer the programs. In tough budget times, the perceived "bonuses" for offenders, such as education programs are often the target of reductions. We've cut about \$13 million in offender programs during the past two fiscal years, and we may have to reduce even more spending in the coming months.

I know that whatever the future holds for the Department, the dedicated program staff members, instructors and volunteers will continue their commitment to encouraging change in offender's lives and opening doors to a better life and safer communities. ♦

Many times, the difference between a State DOC prison inmate and a jail inmate is simply the current crime, technical violation, length of sentence and/or where the offender is in the criminal justice process. There is much that we can learn and share from the best practices in both prisons and jails. Both systems work with essentially the same population toward the same goals of reducing recidivism and improving public safety. - Dean Mason

## National Correctional Industries Association – Jail Industries Division

In March 2008, at the National Training Conference in Albuquerque, New Mexico, the National Correctional Industries Association (NCIA) and the Jail Industries Association (JIA) finalized a merger that made the JIA a division of NCIA. The newly formed Jail Industries Division is represented by an elected member of the NCIA Board of Directors who serves a two-year term.

[Dean Mason](#), Executive Director of the Washington State Jail Industries Board (JIB) was elected to serve as the national jail industries representative to the NCIA for 2010 and 2011.

The [National Correctional Industries Association](#) is a valuable source of information and representation. The national staff monitors, responds and reports on issues, legislation and grants that are vital to the operation of industries and inmate work programs at all correctional facilities. The NCIA provides a variety of venues for professional development, including:

- ✓ Annual National Training Conference
- ✓ Quarterly Newsletter
- ✓ National surveys
- ✓ Webinar hosting of training and facilitation of discussion on nationally relevant topics
- ✓ Collaboration with the National Institute of Corrections (NIC) to present live web broadcasts on pertinent topics.

The overarching message of all NCIA sponsored training and information is that inmate work programs are essential to a successful reentry initiative, while providing an unrivaled inmate management model that promotes a safer environment for all. Finally, NCIA members are eligible to run for election to the NCIA Board of Directors, providing excellent opportunities to serve in leadership roles at the national level.

At \$45 per year, NCIA membership is a true value to any practitioner who is serious about their professional development and career progression.

[JOIN TODAY](#)

## Why We Do What We Do...

**Editors Note:** *This letter was reprinted with written permission from the author.*

“I would like to extend my sincere gratitude for the help and opportunities the staff at YCCC has provided me during my stay. The programs were all beneficial; from working in the kitchen to attending focused classes to working with your mental health department, I have been given the chance to address my former irresponsible behavior, and to develop a foundation for a happy and productive future.

To begin with, the Correction Officers here at the YCCC have been noticeably different in that they treat others with common decency and respect. The C.O.’s, Corporals and Sergeants here are attentive, friendly and helpful while maintaining an authoritative and professional demeanor. They care and it shows. These are much more than just guards; they are Correctional Officers, and I have a new respect for their profession.

In the kitchen I was able to attain a sense of accomplishment each time I worked, not to mention “attaining” about fifteen pounds. I am grateful to have been able to work with Dave and his crew, they were great. ...the Aramark crew established healthy work boundaries, and were fun to work with in what could have been a tense environment. Thanks.

And now a word about the programs here at YCCC. They were offered and I proactively sought them out. I cannot think of any one that was more helpful than the former. They were all helpful. I attended A.A., Bible Study, Life Skills, MRT, Makin’ it Work/Worksource, Flagging Class, Food Handler Class, MSDB, etc, etc, etc...

...My optimistic outlook toward my future, and the confidence I now have in my ability to live a more satisfying, productive and socially responsible lifestyle would not be happening if it were not for the ability to address the psychological barriers I have been facing on a daily basis for years. I realize it was nothing short of a miracle that I have been able to access the help I’ve needed to stop self-medicating with alcohol. I am very grateful for the Mental Health Services

*Continued on page 5*

# Jail's Food Service Chief Says Menu is Restaurant-Level, Thanks to Donated Supplies

*Reprinted from the Wenatchee World*

**By Dee Riggs**

*World staff writer*

WENATCHEE — Sgt. Dave Hisey is a connoisseur of food.

Not the fine stuff — served with exquisite presentation, chilled forks and an expensive bottle of wine. His specialty is jail food.

“We serve a restaurant-quality product,” said the food service manager at the Chelan County Regional Justice Center. “The only difference is you don’t get a menu.”

Take the Breakfast Country Potatoes, served for breakfast last Thursday. Those spuds were spiced up with peppers and onions. A big serving went onto a plate with two sausage links, a biscuit, fresh cherries, watermelon and cantaloupe.

Hisey, in charge of the jail’s food since 1984, can recall where everything on the plate came from. The potatoes, sausage and biscuit mix were purchased from the Sysco Corp.; the peppers, onions and the fresh fruit is surplus from local grocery stores and fruit warehouses.

Hisey, said jail Administrator Phil Stanley, has perfected a system for acquiring food from local grocery stores and fruit warehouses. The donations are food the vendors can no longer sell.

Usually, said Hisey, that’s because of some imperfections or age. Jail staff go through the donated food, and take out what has gone bad or cut off parts that are not edible — “things that are not eye-appealing on the outside, like we cut out dings from tomatoes.” He also networks with other social-service agencies in the Wenatchee Valley, offering them food and other items that he can’t use.

Hisey said he sees his job as a service to the community. Surplus food is not wasted, inmates get trained in food service work so they have a skill

when they are released, and the whole process saves the taxpayers money.



July 14, 2010

World photo/Dee Riggs

Sgt. Dave Hisey supervises inmates Peter Hunt, left, and Spencer Blaikie loading surplus food from Food Pavilion in Wenatchee.

According to his calculations, stores and fruit warehouses donated \$222,000 worth of food in 2009. That allowed Hisey to serve meals for 59.24 cents per plate. Without the donations, he estimates each plate would have cost 94.78 cents.

Hisey learned how to budget the hard way — by trial and error.

The 1973 graduate of Eastmont High School came to work as the main cook at the jail in 1984. His experience included 11 years as manager of a pizza restaurant.

His orientation, held in the kitchen, might have put off a weaker man.

“The jail commander and sergeant came in behind me and said, ‘Here it is.’ I thought, ‘This needs a lot of work,’ then I turned around and they were gone. That was my orientation.”

Back in the early years, he was the only paid kitchen employee. His helpers were the inmates. Now, he has a staff of 5 1/2.

In the mid-1980s, he fed a daily inmate population of 65 to 80. Now, he averages 300 to 325 inmates per day.

The first year he worked in the jail, he said, a

*Continued on page 5*



superior did all the food purchasing. When that man retired in the early 1990s, Hisey took over the job. Over the years, he developed his current system of buying only what he can't get donated from local businesses.

Hisey, who starts work between 3 and 4 a.m. Mondays through Fridays, estimates he spends 40 percent of his day on the phone and placing e-mails to line up food and supplies, 30 percent of his day picking up food from around the valley with an inmate crew, and 30 percent of his time supervising the food line at the jail.

He said he is serious about food safety, and that means strict supervision of the inmate crew.

"What is the reason most people are in jail?" he asked. "They don't follow instructions. ... If you don't supervise them, they could be doing anything — goofing around. They think it's funny to have a food fight. Things like that have happened, but if you set your tolerance level at zero, it helps out a lot."



July 14, 2010

World photo/Don Seabrook

It's 5 a.m. on Tuesday and Sgt. Dave Hisey checks out the special needs menu before his inmate crew at the Chelan County Regional Justice Center begins making up 280 breakfast trays for inmates.

Still, things happen. Just recently, Hisey recalled, he noticed a kitchen inmate was wearing pants three sizes too big for his frame. A deputy searched the inmate and found, inside the pants, "a dozen cinnamon rolls, potato chips and all sorts of food items in his pants."

here at the jail. Cathy has been helpful beyond words, and that is a major understatement. She has been essential in helping me access the help I need to stabilize. I can appreciate how very busy she must be, and yet she always had answers to my questions and suggestions for my concerns. Also, I would like to thank Dr. Phil for his help and assistance in getting me to the point to where I am becoming comfortable once again in the social programs (AA, etc) that help me accept sobriety and remain sober...

...Finally, in closing, I am grateful to be leaving YCCC-B more mature, enriched and whole. I never did six months locked up before, and I was Blessed to have been able to do the time here. Some of my fellow inmates may think this letter insane, or inappropriate, to say the least. I now look at my arrest as being the Hand of God intervening. I was on my way out, and I was saved...literally. I have been given the chance to choose, while here, to continue living in the problems and attitudes that got me here...or to choose to live in the solutions to the challenges we face, earning hope, inspiration and integrity through the courage granted by God and the help that's offered *if* we choose to see and accept it.

I wish you all well. May God Bless each of you.

Gratefully Yours,  
Peter P." ♦

Editors Note: This was a King County DAJD inmate housed at the Yakima County Jail from December 2009 – June 2010

#### Another note from a Yakima County Jail inmate:

"I wanted to thank you for everything you helped me with while I was there. I started work the day after I got out doing construction. Right now we're finishing up an addition to a house and I've applied to a warehouse. Also, I started school today to finish my GED. Well thank you once again for everything you've done and will continue to do...

Thank you,  
Kyle K."

Staff reports that he participated in the Strong Families, Makin' it Work/Job Hunter, Forklift, Flagging, Food Handler, Work Crew, MRT, MSDB, and GED programs. (Did not finish the GED, but was on his way...very high scores on the tests he did complete.)

Kitchen work is a privilege, Hisey said, and that inmate is no longer working in the kitchen.

Hisey's job also includes buying all the supplies for the jail, including mattress covers and shoes, and he supervises inmates who do the jail laundry.

"It's one of those jobs where you have to keep wandering, checking and rechecking things" he said.

At age 55, Hisey has no plans to retire. The job, he said, challenges him to create meals that change from day to day, and he likes that.

"Maybe you'll serve noodles with white sauce, then noodles with red sauce and then maybe with

which covers twenty-five (25) individual staff. This is a \$275 savings over the lowest priced agency membership and a \$625 savings over purchasing 25 individual (practitioner) memberships. **Note:** The brochure is attached at the back of this newsletter.



*Conference Collaborations - Continued from page 1*

the booth display and materials. The partnership also allowed the JIB to provide the Washington State attendees with information about available programming, technical assistance services, and current projects in our local jails. Staffing for the booth was provided by Dean Mason, JIB Executive Director, Rod Miller, Director of the National Jail Work and Industries Center, Marilyn Allen, Director of Jail Industries— Strafford County (New Hampshire) Department of Corrections, and Curt Lutz, Lieutenant – City of Kent (Washington) Corrections Facility.

Because AJA specifically serves the needs of jails and jail staff, NCIA made adjustments to signage and brochures to better serve conference attendees. The new signage informed attendees on the benefits of jail work programs (industries):

### **Jail Work Programs**

#### *Turning Idleness into Productivity*

- Reduce Idleness
- Improve Inmate Behavior
- Save Money for Your Agency
- Create New Revenue Streams
- Increase Post-Release Community Success

A new brochure advertised the *Jail Industries and Correctional Institution* membership category recently adopted by the NCIA. This new option for membership is designed to provide jails a value priced opportunity to join NCIA as an agency,

The booth received steady visitors during the scheduled exhibit hall hours. Staff from jails all over the country stopped by and learned that there was an organization available to answer their questions about implementing or expanding inmate work programs. For some, the concept of jail industries was completely new. Others were able to give us a few pointers on what they were doing in their own jurisdictions. Some stopped just to grab a piece of candy and found themselves deep in the conversation fifteen minutes later. They left with information, ideas, and a new-found excitement. Thanks to Philacor, the jail industries division of the Philadelphia Prison System, many of the visitors left with a catalog and a unique keychain. Others picked up a DVD copy of the JIB video, *Working Inside-Out*, or a past issue of *NCLA News*.

This was an excellent example of different groups working on the same issues coming together in a collaborative effort that widened the network and information sharing of everyone involved while saving money and resources. Hopefully, we can all do it again in the future. ♦

*For excellent recaps of some of the AJA Annual Training Conference & Jail Expo workshops go to:*

<http://www.correctionsone.com/aja-report-2010>

planning for our clients. (If you are uncomfortable with the word *client* in a Corrections setting, pick a term that makes you comfortable; e.g., customer, consumer, program participant, student, or even offender or inmate.) The bottom line is that regardless of how we refer to them, inmates have contacts and interactions with a host of other agencies and social service providers who also spend a great deal of time talking about and planning for them. How often, however, do we or any of these other organizations exchange information about what we are each doing for a specific client? How often do we actually coordinate our efforts and services to reduce duplication of effort and waste of valuable resources? Most importantly, how often do we ask the client what do they already have, what has already been done for them and what else do they need to be successful?

That last question is very important. There are many agencies and organizations whose mission it is to work with individuals with conviction histories, jails included. Each agency has a fixed amount of funding and resources to spend on this population, and each agency usually manages to spend exactly what it has. But, is it coordinated with what others have to invest? Do we know what each of us is spending on any given client? Were the services and resources what the client needed or just part of our *standard package* for someone from this population?



Think of the lack of coordination between multiple service providers like one of those promotional money booths that we see from time to time. Then imagine that we take a client, put them inside, and turn on a large fan that creates a violent swirl of air within the booth. All of the agencies that have an interest in serving this person then pour the money that they have into the top of the booth and the client has one minute

to grab all they can. Is anyone ever able to grab all of the money? Is that an effective model for determining what each client needs? Obviously not, but our approach to the problems of service delivery often do not look much different. Large amounts of money and resources are exhausted in well meaning attempts, but time and again the efforts and results are just as random as the money booth and just as unlikely to create the intended effect.

Two recent separate events utilized a unique method of looking at how we train and educate ourselves to work with offenders; they included them in the discussion.

**Event 1** - The Washington Correctional Association (WCA) held a one-day conference in July at the Washington Corrections Center for Women. As usual, the WCA event was an excellent opportunity for Corrections professionals to share knowledge and compare best practices in the field. But something very unusual also occurred during a workshop titled *The "IF" Project*:

#### **"It Started with a Question**

**"If there was something someone could have said or done that would have changed the path that led you here, what would it have been?"**

Detective [Kim Bogucki](#) posed this question to a group of prisoners at the Washington Correction Center for Women. Initially, it was just posed randomly to the group and inspired some discussion. On her next visit to WCCW, Detective Bogucki was surprised to find this question had incited great inspiration with one inmate, Renata Abramson. Renata had taken it upon herself to share this question with her fellow prisoners.

She asked them to take time, really consider the question and write down what they felt. The question had sparked something in them. Not just a desire to search themselves to find what could have changed their own lives, but a larger desire to impart this information to help others. Through them, we will search for answers as to how to break the chain of felonies that have brought them all here, in the hopes of preventing others from doing the same. To date, we have collected over 240 [essays](#)." (The "IF" Project)

While the premise of the program was intriguing all by itself, what was more intriguing was the role of the offenders. The workshop started like anyone who has been to any conference of this kind would expect. Detective Bogucki, *the expert*, was introduced and began to talk. Kim explained that she had simply asked a question and that the rest was really the work of Renata Abramson and the other offenders in the program. And then she did what was not expected, she turned the



workshop over to the six inmates and one recently released woman who were present. These women spent the next hour telling the gathered *experts* what would have helped them to avoid the mistakes that led them to prison and how service providers and agencies can use their lessons to help a new generation of children on the edge.

**“By listening to the experiences of the inmates themselves, we hope to glean some information that can be used to break the cycle—to get to a child in need before they head down the path to prison and empower already incarcerated women with esteem so after they’re released, they don’t return.” – The IF Project**

**Event 2** – The Community Partnership for Transition Services (CPTS) in conjunction with the U.S. Probation Office, Western District of Washington, sponsored a summer academy for staff who work with persons with conviction histories. *Offender Employment Specialist: Building Bridges*, developed and accredited by the National Institute of Corrections (NIC) is a training forum to, “...demonstrate best practices, discuss ways for overcoming challenges, and identify tools and strategies for improving outcomes in offender employment.” [NIC]

The program takes participants through specific stages of assisting persons with conviction histories through the job search process including:

- ✓ offender voices [listening]
- ✓ improving outcomes through collaboration
- ✓ addressing pre-employment and job readiness
- ✓ conducting an effective job search
- ✓ utilizing assessment tools
- ✓ developing interventions
- ✓ connecting with employers for job development
- ✓ making good job matches
- ✓ implementing effective strategies.

The ultimate goal of the program is to foster collaboration between professionals in jails, prisons, probation and parole, community corrections, community based organizations, and faith-based organizations who all potentially work with the same population of clients at different stages of that persons interaction with the criminal justice system and/or reentry to the community. Again, the most intriguing aspect of this program was the focus on the client (offender) – not that we just test, classify, and develop plans for them, but that we listen to their statement of needs and

their description of barriers. To drive this concept home, “consumers” were invited to participate in the training alongside the “providers”. These individuals sat next to us and would not have been discernable from the rest of the participants had they not been identified. They all participated in the workgroups and they each had thoughts and ideas that were important for the rest of us to hear.

When we stop and listen to consumer voices, we often hear things that make us defensive. Statements like, “You don’t understand,” and “Your policies don’t make any sense,” or “The process is not working the way you think it is.” The cynicism that many of us build up over years in the field will often tell us that these are the games that offenders play. But if we listen to, consider, and investigate their claims, we may find that there are more effective ways to do business.

One statement heard loud and clear from participants at both events was, “You guys don’t talk to each other.” This is very often true and goes back to the money booth example. If we do not communicate with other service providers, we will duplicate or stymie each others efforts. We will waste resources; and, ultimately, we will frustrate or overload the client. Frustration and overload lead to failure – both theirs and ours.

Finally, we can not make someone successful just because we provide some training or develop a plan for them. We need to ensure that we are training them in something for which they have a strong interest, matched with opportunities that actually exist. We need to listen to what interests them, and what they think will help them be successful, and then include them in the development of a plan that starts them in the right direction. Finally, we need to know which partner agency, or agencies, to refer them to for the next step(s) of the journey.

Listening to offenders and allowing them to inform us about their needs may be uncomfortable at first, just like calling them clients, but only by listening and talking to them, instead of just talking at and planning for them, will any of us be successful in reducing recidivism and making the community safer. ♦

**“The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them.” — Ralph Nichols**



# Former Jail Inmate Competes in Statewide Forklift Rodeo

*JIB Sponsors Competitor Trained by Yakima Jail*

**By Dean Mason**

*Executive Director, Jail Industries Board*

The Washington State [Department of Labor & Industries](#) held its 13th Annual Forklift Rodeo in Spokane on September 29, 2010. These forklift rodeos typically draw the best forklift drivers from around the state. Last year's individual winners included drivers from Boeing and VersaCold, a cold-storage warehousing and distribution firm.

Three regional qualifying events are held prior to the rodeo. The top five winners from each of the three regional events competed in the statewide rodeo held during the 59th Governor's Industrial Safety and Health Conference in Spokane, an event that is co-sponsored by the [Governor's Industrial Safety and Health Advisory Board](#) and the Department of Labor & Industries.

The first regional competition was held on June 19, 2010 in Richland at the [Volpentest HAMMER Training and Education Center](#). Competing drivers had to pass a written exam and inspect a forklift before going on to the obstacle course, completing several tasks that include moving pallets, lengths of pipes and cartons, and driving backwards through a slalom course. Drivers accumulate scores in each phase, with the top five overall scorers moving on to the finals.



The top seven drivers in the regional competitions earn cash prizes ranging from \$50 to \$300. In the finals, prizes range from \$100 to \$500 for the top five drivers. Participation is limited to the first 30 drivers who register.

The Yakima County Department of Corrections (YDOC) has been training inmates to drive forklifts since March of 2009. Originally funded through a Jail Industries Board grant, the program is now part of YDOC's regular offerings. Two Correctional Officers are certified instructors and offenders receive a forklift card upon graduation. The course consists of one day of safety training and one day of hands on driver's training. The forklift used for the training was donated to the jail by Papé Material Handling - Yakima. To date, over 100 inmates have graduated from the program and some are currently driving forklifts as part of their post-incarceration employment.

As a means to promote the success of the YDOC forklift training program and to demonstrate that vocational and employment-based training in jails leads to successful reentry, the Jail Industries Board sponsored Rocky B., one of the YDOC graduates, to compete in this year's forklift rodeo.



Rocky (pictured above) competed to qualify for the rodeo at the regionals in Richland. While he did not score high enough to advance to the finals, he proved to be a well-trained and competent driver, and is eager to compete again next year.

Rocky completed forklift certification at the Yakima County Jail in July 2009. He has since released from jail and is currently working in the community. His job duties for his current employer include operating a forklift. Rocky is an excellent example of the value that this type of program provides in our endeavors to help offenders successfully reenter the community and the value that potential employers put on hiring trained and competent staff, even those with barriers such as a criminal history... ♦



NATIONAL  
CORRECTIONAL  
INDUSTRIES  
ASSOCIATION

National Correctional Industries Association  
1201 N. Charles Street, Baltimore, MD 21201  
Office: 410-230-3972 Fax: 410-230-3981  
[www.nationalcia.org](http://www.nationalcia.org)

## Enterprise 2011 National Training Conference

---

Correctional Industries: Marking our Past — Preparing for our Future



Join us March 25-28, 2011 for NCIA's Enterprise 2011 National Training Conference in Baltimore, Maryland! Enterprise 2011 will be an unrivaled training event in the field of correctional industries, with outstanding opportunities for professional development; networking; and a hands-on look at the most current products and services in the field. Workshop tracks will provide professional instruction on the following subjects vital to the success of any correctional industries program:

- Leadership and Management
- Business Operations and Solutions
- Offender Reentry
- Jail Work Programs

Baltimore boasts impressive venues for five-star cuisine, sports and entertainment, and arts and culture. Come enjoy the magic of Baltimore's Inner Harbor while engaging in the best professional development you will find in the field of correctional industries!

Watch our [website](#) for registration details or join NCIA today and receive regular e-mails regarding news, training, and events.

**Now is definitely the time to JOIN NCIA ... the National Correctional Industries Association.**

When you become part of NCIA, you join other professionals representing Jail Work Programs all across the country who receive these benefits:

- ✚ **World-class education** given at the National Training Conference (includes access to the Jail Work Programs WorkshopTrack) + e-training delivered right to your office. *Only members receive registration discounts to these educational workshops!*
- ✚ **Networking opportunities** with other professionals, private partners & nationally recognized experts in Correctional & Jail Industries
- ✚ **Fresh ideas, news and analysis** from *NCIA News* (NCIA's Quarterly Newsletter) will help you improve your Jail Work Programs

**JOIN TODAY**